

U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Special Program Plan for the Recruitment, Hiring, and Advancement of
Individuals With Targeted Disabilities
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PART I Department or Agency Information	1. Agency	1. Headquarters Army Installation Management Agency					
	1.a. 2 nd Level Component	1.a. Installation Management Agency Northwest Region					
	1.b. 3 rd Level or lower	1.b. USAG Fort Carson					

PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY.		... end of FY.		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	2071	100.00%	2205	100.00%	134	-8%
	Reportable Disability	190	9.1	237	10.7	7	1.6%
	Targeted Disability*	10	.48	13	.5	7	.2%
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).						
	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.					Not tracked	
	2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.					4	

PART III Participation Rates In Agency Employment Programs									
Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions									
4. Non-Competitive Promotions									
5. Employee Career Development Programs									
5.a. Grades 5 - 12	667	87	13	5	.7	20	3.1	555	83.2
5.b. Grades 13 - 14	36	1	3	0	0	0	0	35	97

EEOC FORM
715-01 PART J

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5.c. Grade 15/SES	1							1	100
6. Employee Recognition and Awards									
6.a. Time-Off Awards (Total hrs awarded)	16996	2525	14.8	116	.6	330	1.9	14141	83
6.b. Cash Awards (total \$\$\$ awarded)	1,048,871	165	11.8	7	.5	32	2.7	1084	85
6.c. Quality-Step Increase	99	14	14	0	0	2	2.0	83	84

<p>EEOC FORM 715-01 Part J</p>	<p>Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities</p>
<p>Part IV</p> <p>Identification and Elimination of Barriers</p>	<p>Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.</p>
<p>Part V</p> <p>Goals for Targeted Disabilities</p>	<p>Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will effect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.</p> <p>Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.</p>